



Physician Recruitment Report February 2024 (FY 2024)

Net Impact of Starts and Departures

Physician Starts

Physician Offers

Physician Site Visits

Family Medicine in Western Zone

Family Medicine in Eastern Zone

Family Medicine in Northern Zone

Family Medicine in Central Zone

Physician Origin and Source Details

Departures Breakdown

Family Medicine Vacancies

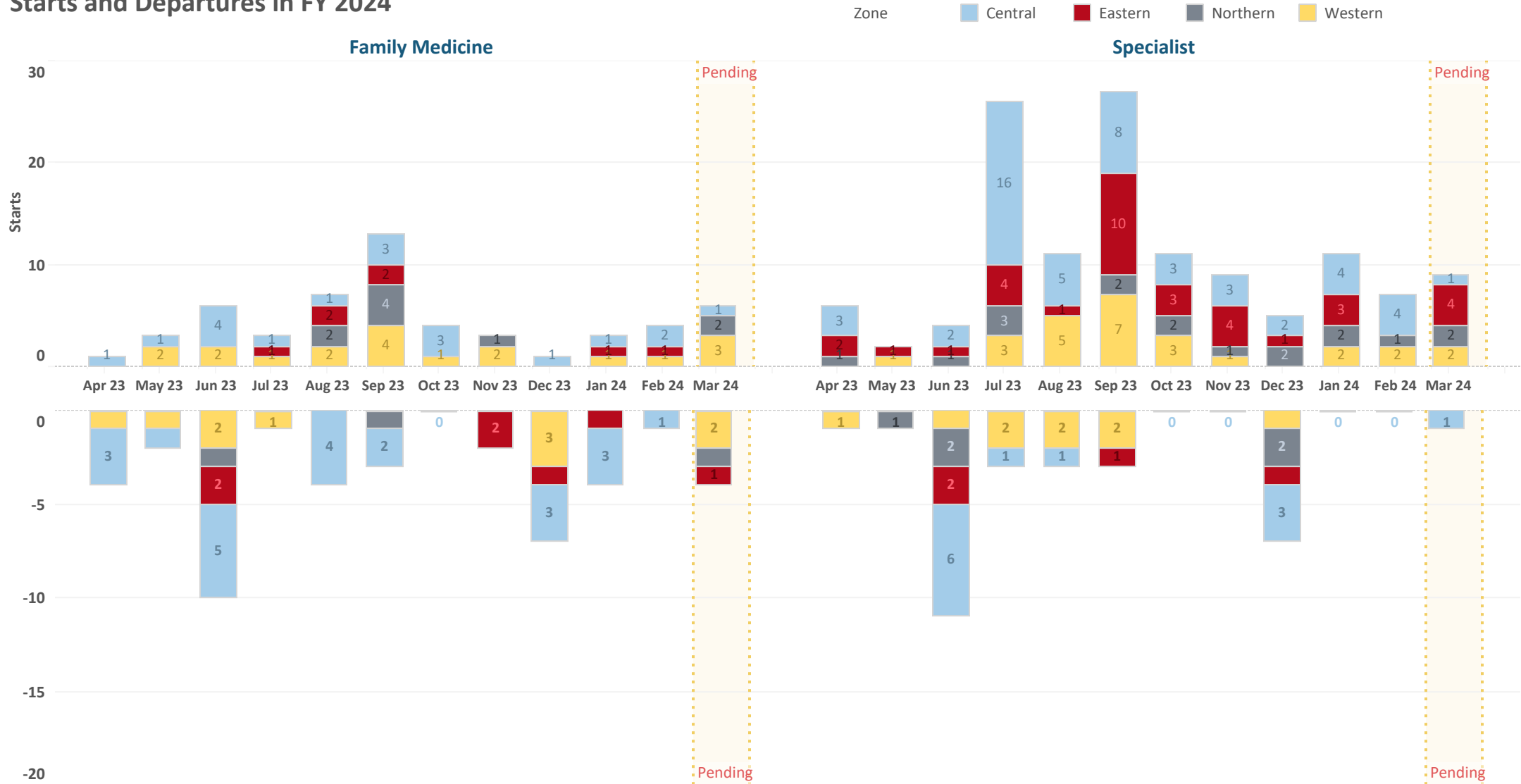
Specialist Vacancies

Physician Recruitment Report provides insights on the **Physician Starts, Departures, Hires, Vacancies**, and other recruitment related activity summaries in Nova Scotia. It also presents these metrics at Zone or and community level to provide more granular understanding. This report is generated monthly using data collected by Medical Affairs.



February 2024 Physician Recruitment Report: Net Impact of Starts and Departures

Starts and Departures in FY 2024



YTD Net Impact of Starts and Departures in 2023-24 (April to February 2024)

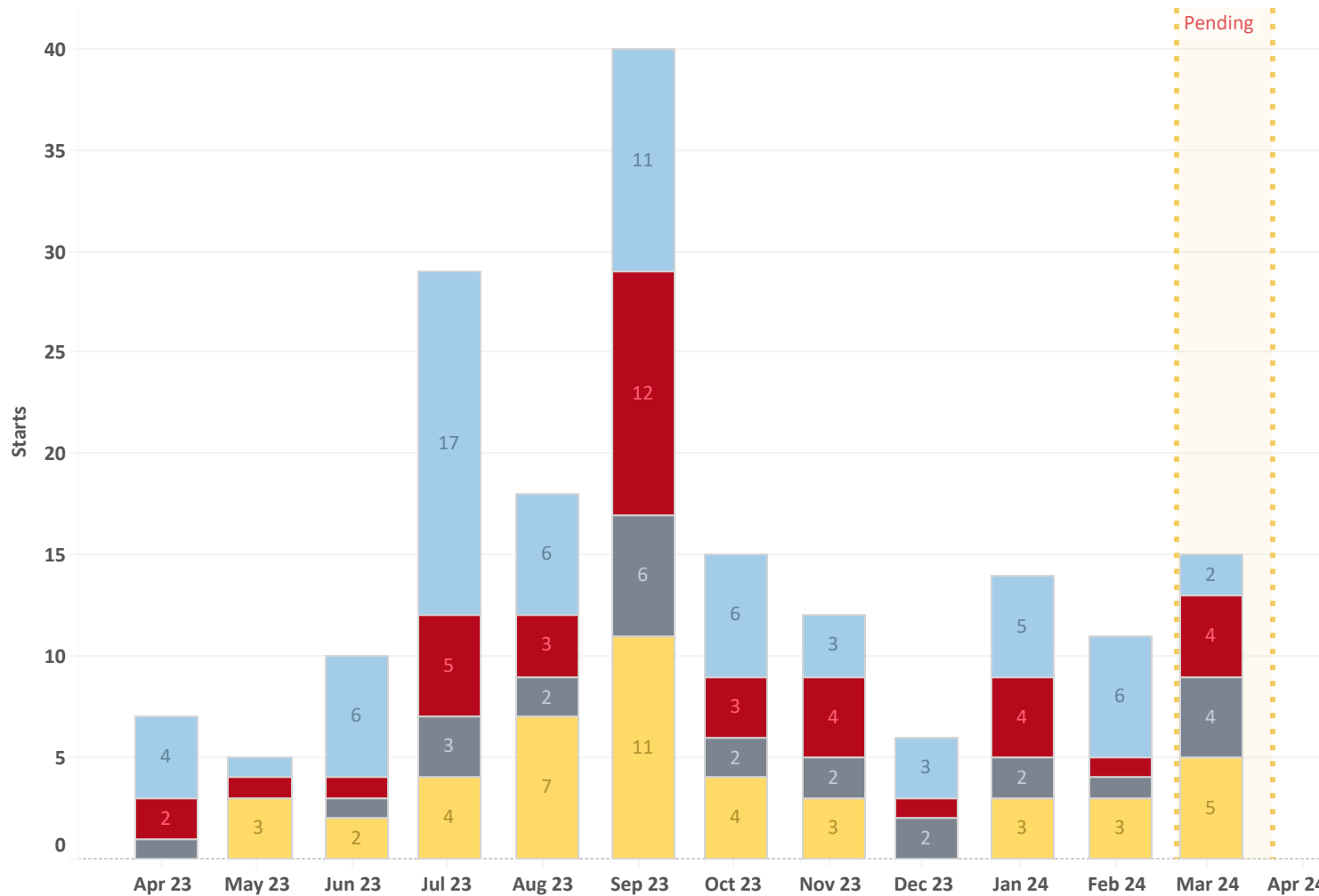
	Central		Eastern		Northern		Western		Grand Total
	Family Medicine	Specialist	Family Medicine	Specialist	Family Medicine	Specialist	Family Medicine	Specialist	
Number of Departures	22	11	6	4	2	5	8	9	67
Number of Starts	18	50	7	30	7	15	16	24	167
Net Impact	-4	39	1	26	5	10	8	15	100



February 2024 Physician Recruitment Report: Physician Starts

Physician Starts: Actual and Pending FY 2024

Central Eastern Northern Western



YTD Physician Starts by Zone

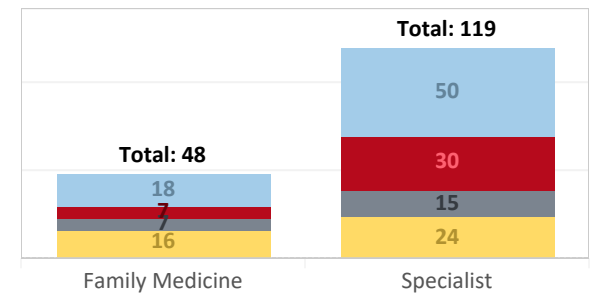
Zone	Completed	Scheduled
Central	68	2
Eastern	37	4
Northern	22	4
Western	40	5
Grand Total	167	15

YTD Year-over-Year Comparison

(Physician Starts April - February 2024)

Fiscal Year	Western	Northern	Eastern	Central	Total
FY 2022	38	27	25	63	153
FY 2023	32	18	29	76	155
FY 2024	40	22	37	68	167

YTD Starts By Speciality and Zone



NOTE: A pending start indicates a physician has accepted an offer to start in an upcoming month this fiscal year.

Description:

A new physician start is the culmination of months of work by the recruitment team and stakeholders in attracting and setting up physicians to work in the province. From April 2024 to the end of February 2024, **167** physicians started across all zones. **48** of these starts were family physicians and **119** starts were specialty physicians. Speciality physicians include those working as hospitalists and in emergency medicine. A full breakdown of starts by speciality is included on the last page of this report. Between now and the end of the fiscal year, the recruitment team is anticipating **15** new physician starts.

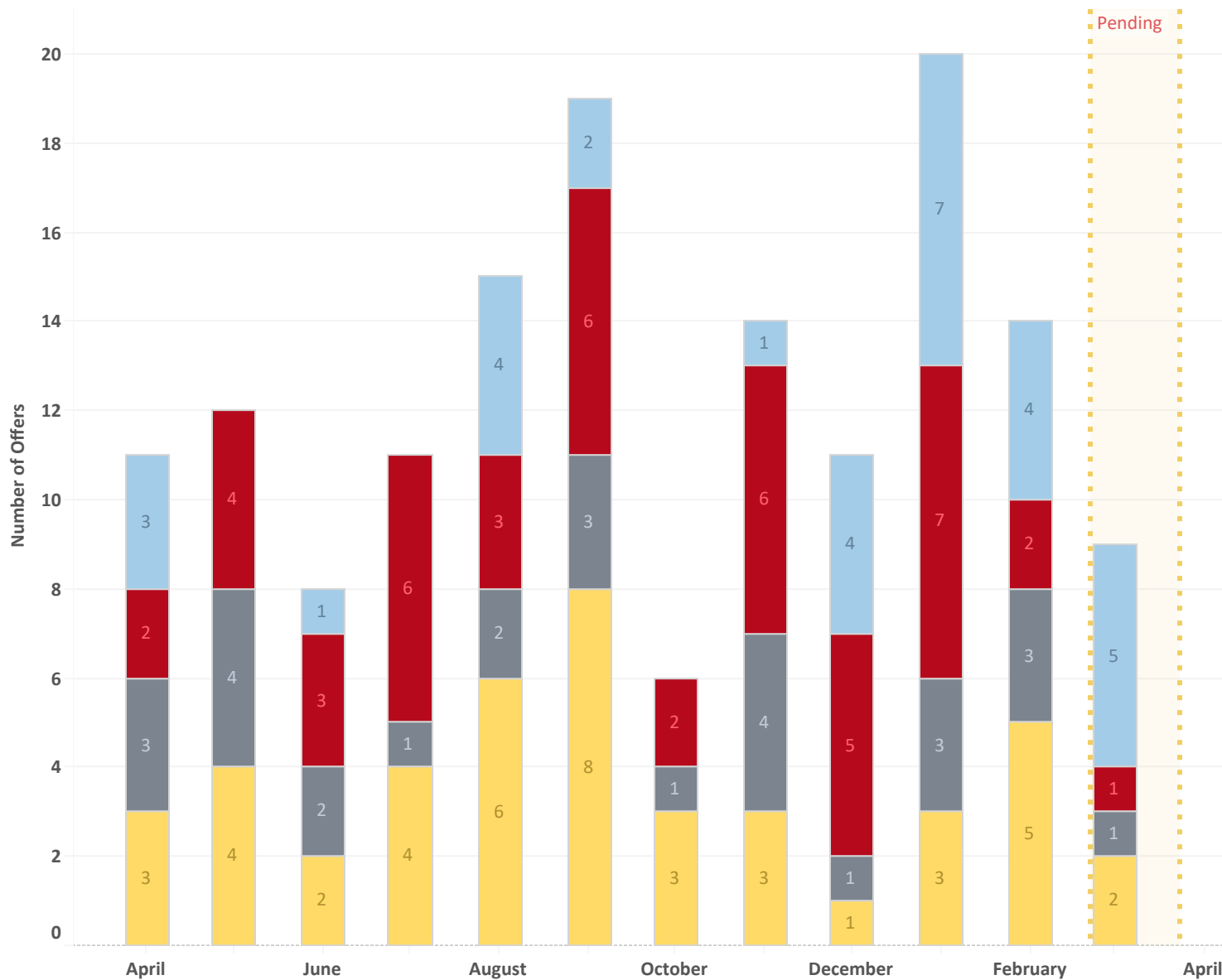
**2022-23 and 2023-24 figures include IWK Starts; 2021-22 do not include IWK.*



February 2024 Physician Recruitment Report: Physician Offers

Physician Offers: Accepted and Pending (FY 2024)

Zone
■ Central ■ Eastern ■ Northern ■ Western



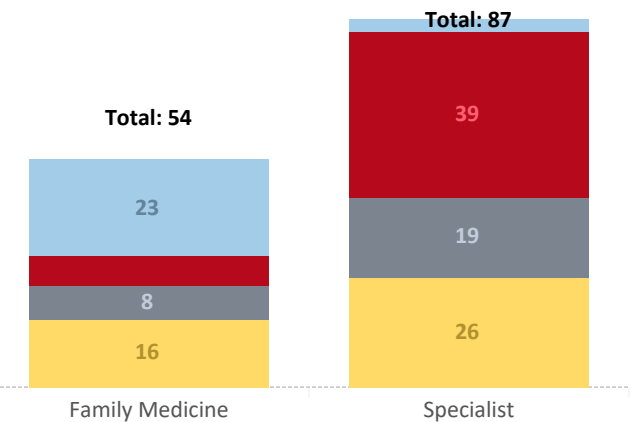
YTD Physician Offers Made by Zone

Zone	Offer Accepted	Still Pending
Central	25	1
Eastern	39	7
Northern	25	2
Western	39	3
Grand Total	128	13

YTD Year-over-Year Comparison (Physician Offers Made April - February 2024)

FY 2022	31	30	19	39	119
FY 2023	26	43	20	35	124
FY 2024	26	46	27	42	141

YTD Offers Made By Speciality and Zone



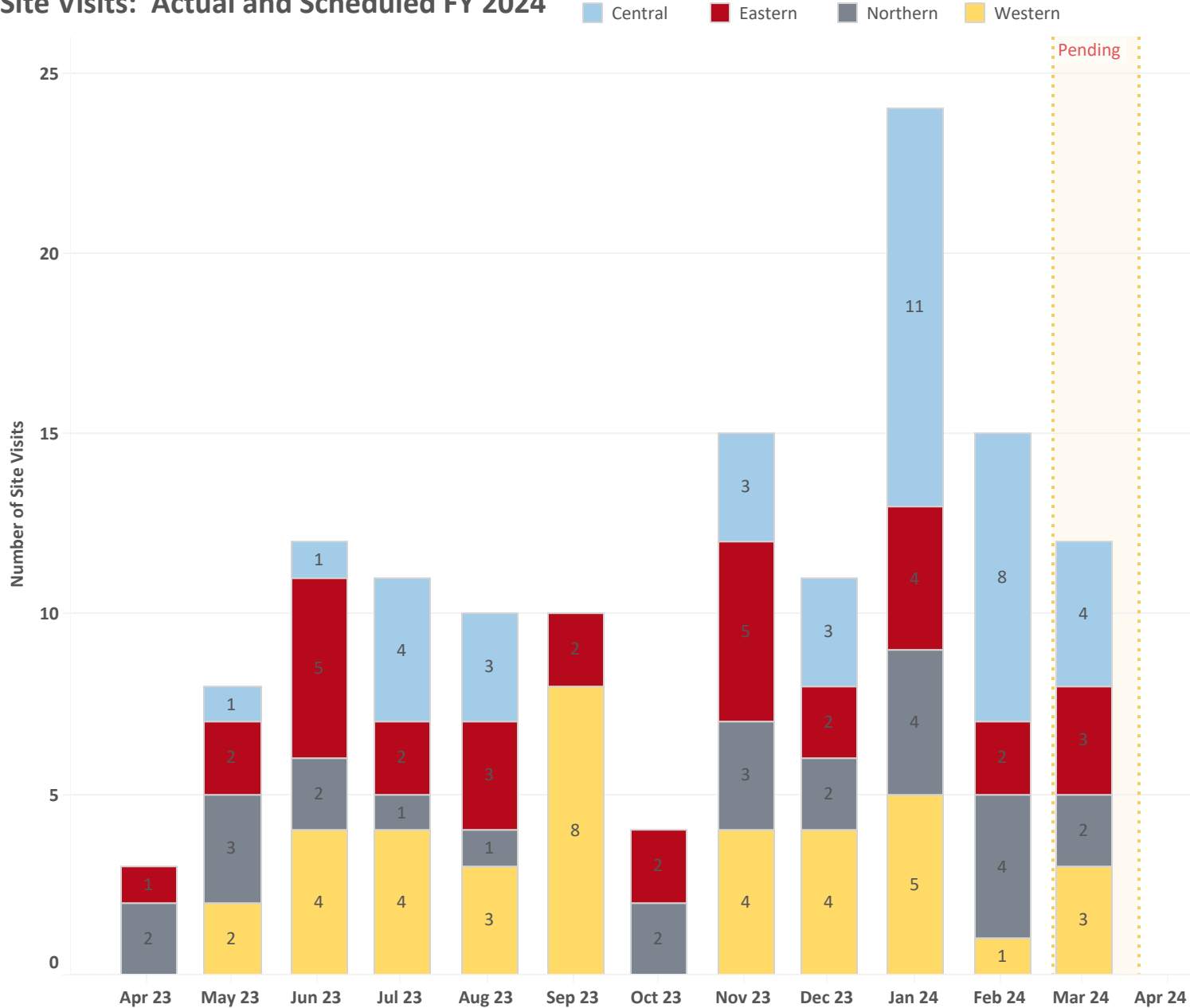
Description:

The number of made offers is a useful leading metric for anticipating the number of new physician starts that will occur over the next 12 months. It is also indicative of the follow-up activity resulting from site visits. From April 1, FY 2024 to the end of February 2024, 141 offers were made across all zones. 54 of these offers were for family physicians and 87 were for specialty positions. Speciality physicians include hospitalists and emergency medicine physicians. It's estimated that the average time from offer acceptance to start date is 92 days.



February 2024 Physician Recruitment Report: Physician Site Visits

Site Visits: Actual and Scheduled FY 2024

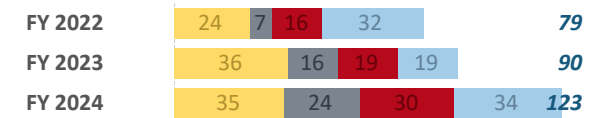


YTD Site Visits by Zone

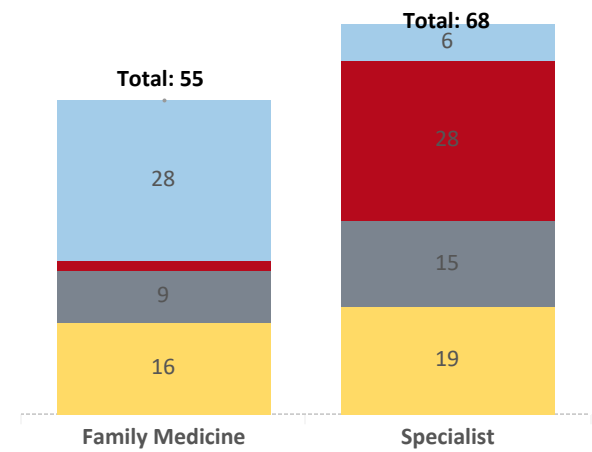
Zone	Completed	Scheduled
Central	34	4
Eastern	30	3
Northern	24	2
Western	35	3
Grand Total	123	12

Year-over-Year Comparison

(Completed Site Visits April - February 2024)



YTD Completed Visits By Speciality and Zone



Description:

The number of site visits is a useful metric for measuring the interest among perspective physicians in opportunities with Nova Scotia Health. From April 1 to the end of **February 2024 FY 2024**, **123** site visits were completed across all zones. **55** of these visits were for family physicians and **68** were for specialty positions (includes hospitalists and emergency medicine physicians). The recruitment team currently has **0** site visits scheduled till **February 2024 of FY 2024**. The average time from a site visit to a physician start date is 227 days.

** A pending start indicates a physician has accepted an offer to start in an upcoming month this fiscal year.*



February 2024 Physician Recruitment Report: Family Medicine in Western Zone

Breakdown by Community Network

Waiting to be placed
0 10,000

NFP 33,807

YTD Physician Starts this Fiscal 16

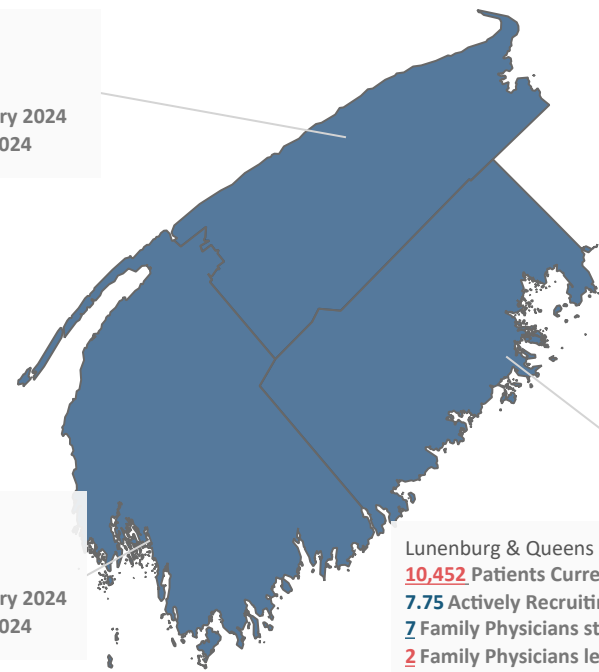
Upcoming Physician Starts this Fiscal 3

Vacant FTEs (actively being recruited) 32.03

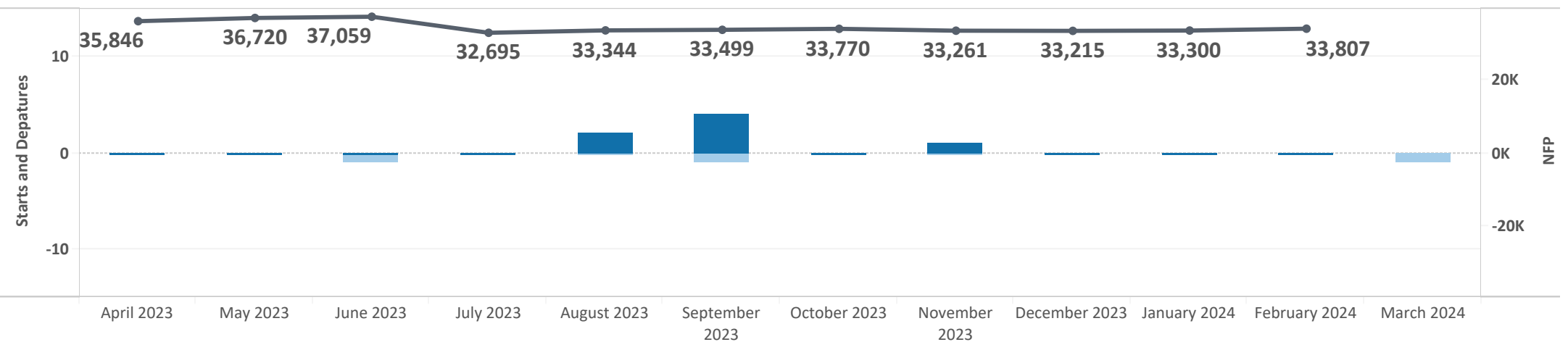
Annapolis and Kings
11,878 Patients Currently Waiting for Placement
 11.88 Actively Recruiting Vacancies
 4 Family Physicians started between April and February 2024
 4 Family Physicians left between April and February 2024

Yarmouth, Shelburne & Digby
11,477 Patients Currently Waiting for Placement
 12.40 Actively Recruiting Vacancies
 5 Family Physicians started between April and February 2024
 2 Family Physicians left between April and February 2024

Lunenburg & Queens
10,452 Patients Currently Waiting for Placement
 7.75 Actively Recruiting Vacancies
 7 Family Physicians started between April and February 2024
 2 Family Physicians left between April and February 2024



Family Medicine Starts, Departures and Patients Waiting to be Placed





February 2024 Physician Recruitment Report: Family Medicine in Eastern Zone

Breakdown by Community Network

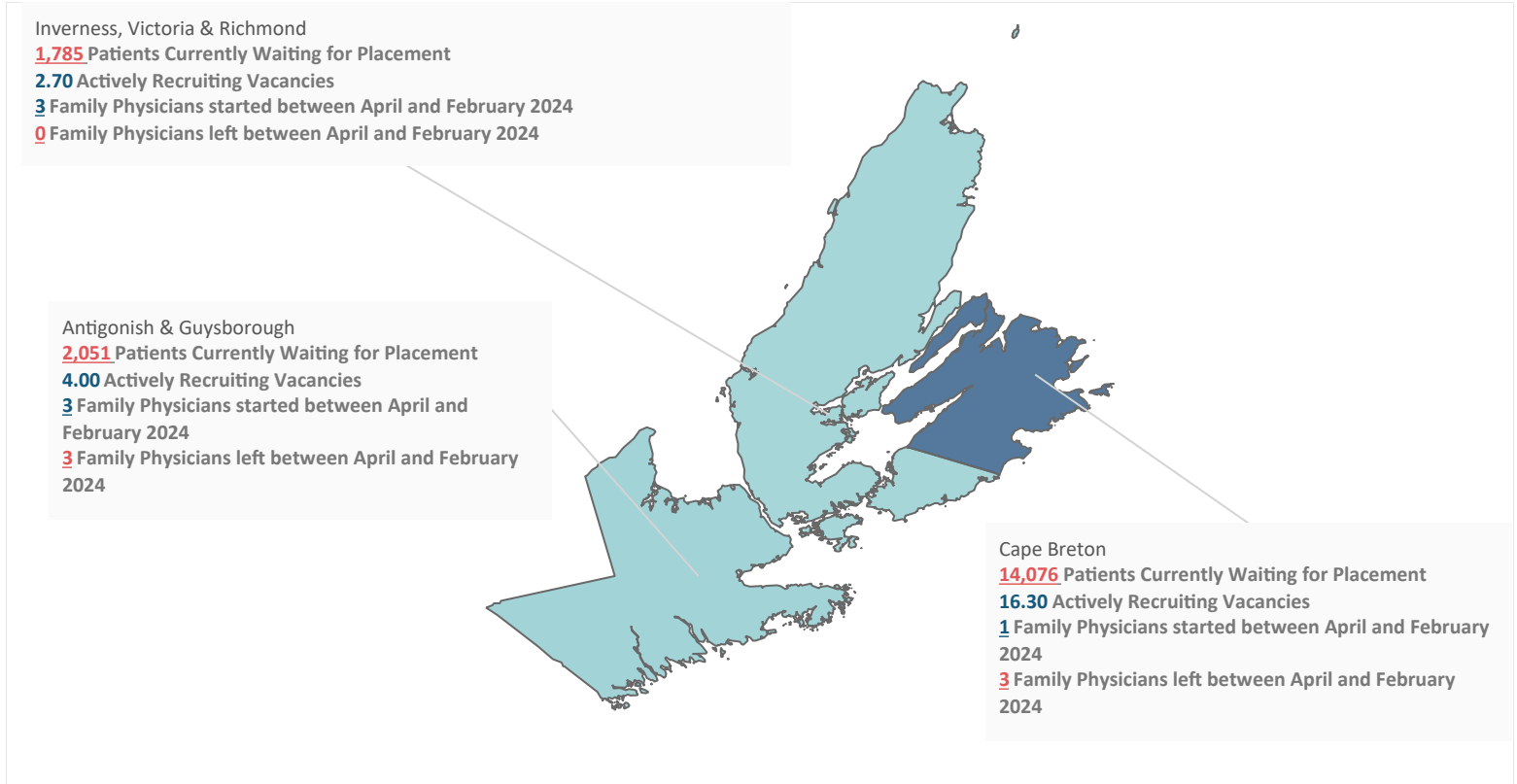
Waiting to Be Placed
0 10,000

NFP **17,912**

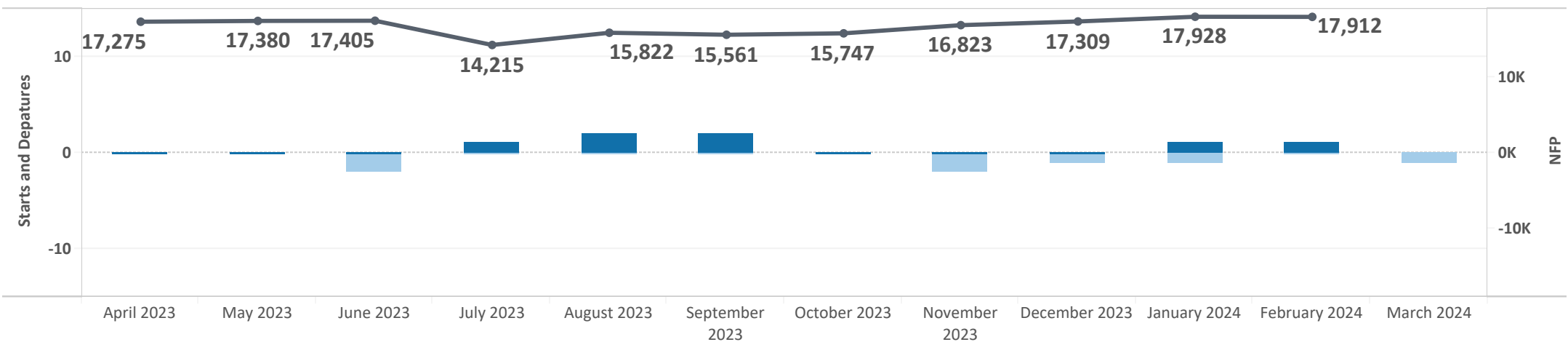
YTD Physician Starts this Fiscal **7**

Upcoming Physician Starts this Fiscal **0**

Vacant FTEs (actively being recruited) **23.9**



Family Medicine Starts, Departures and Patients Waiting to be Placed

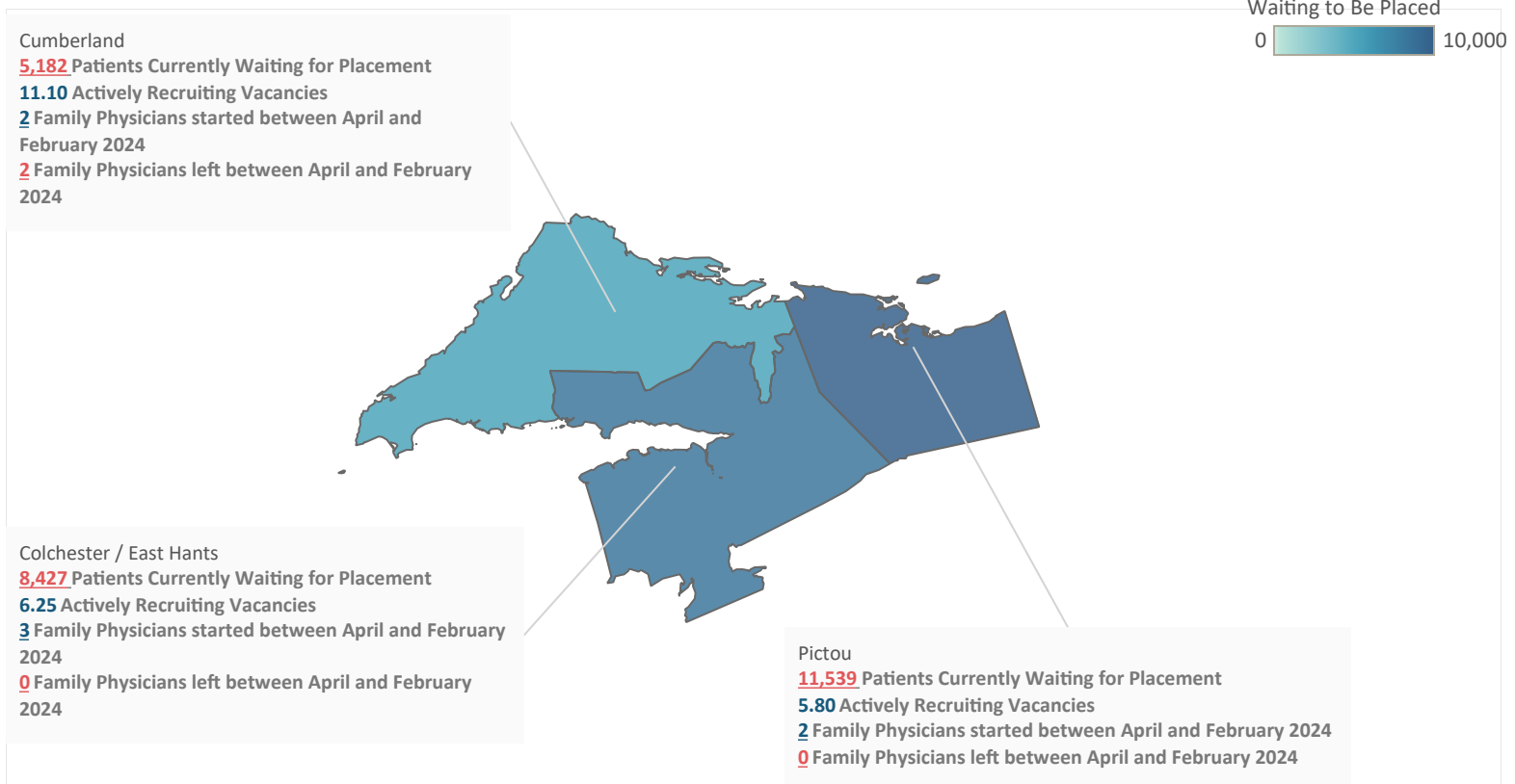




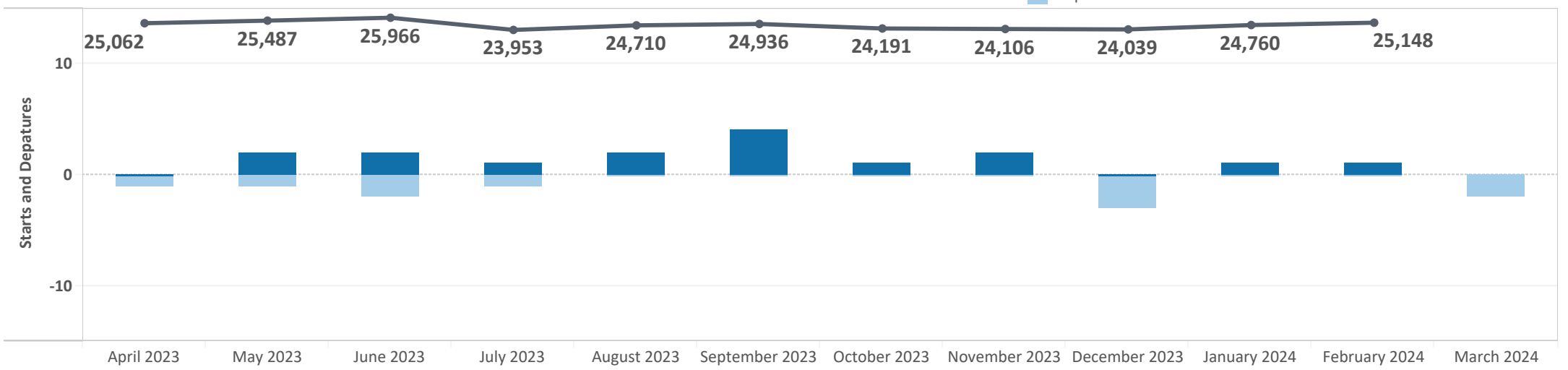
February 2024 Physician Recruitment Report: Family Medicine in Northern Zone

Breakdown by Community Network

NFP	25,148
YTD Physician Starts this Fiscal	7
Upcoming Physician Starts this Fiscal	2
Vacant FTEs (actively being recruited)	23.2



Family Medicine Starts, Departures and Patients Waiting to be Placed



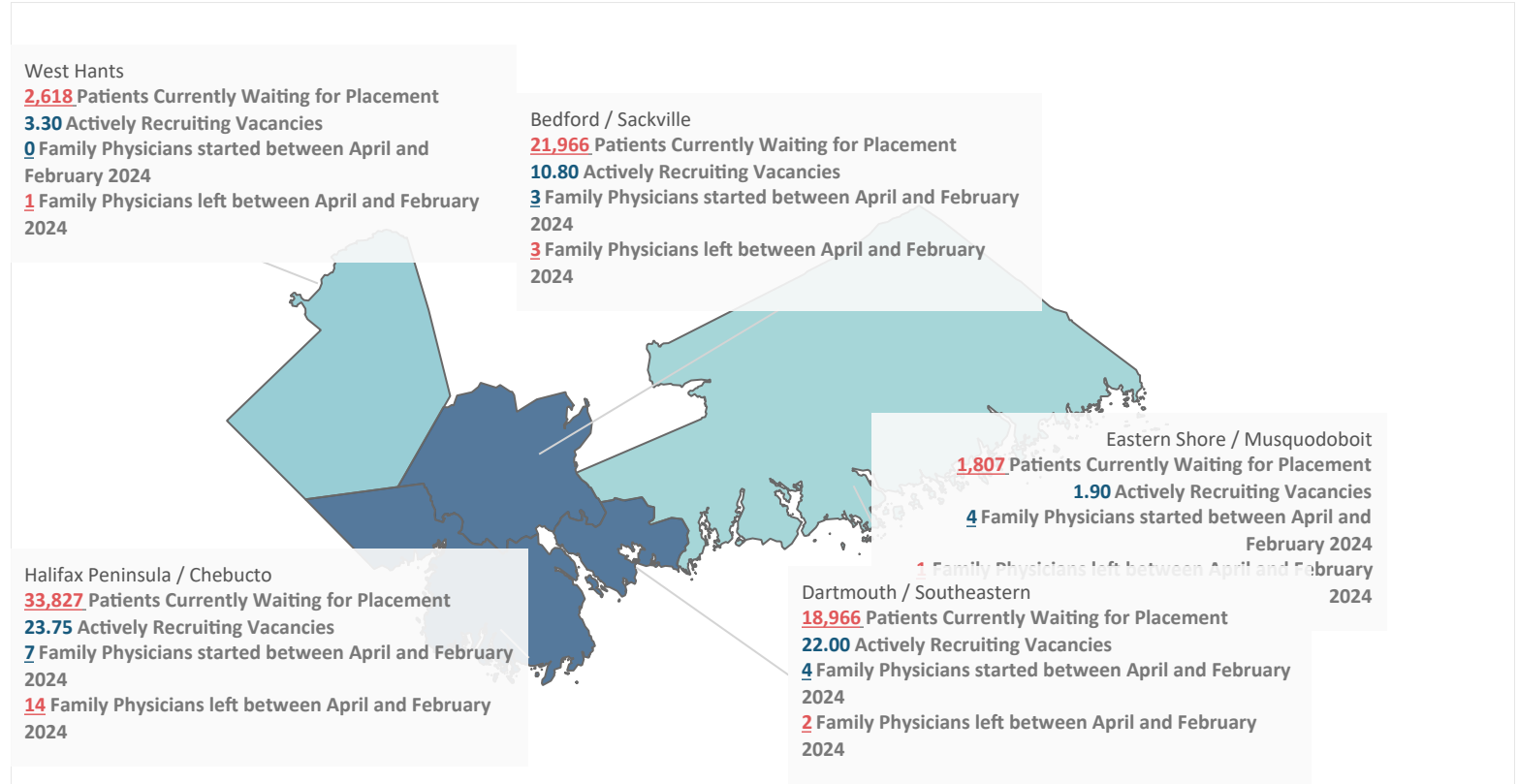


February 2024 Physician Recruitment Report: Family Medicine in Central Zone

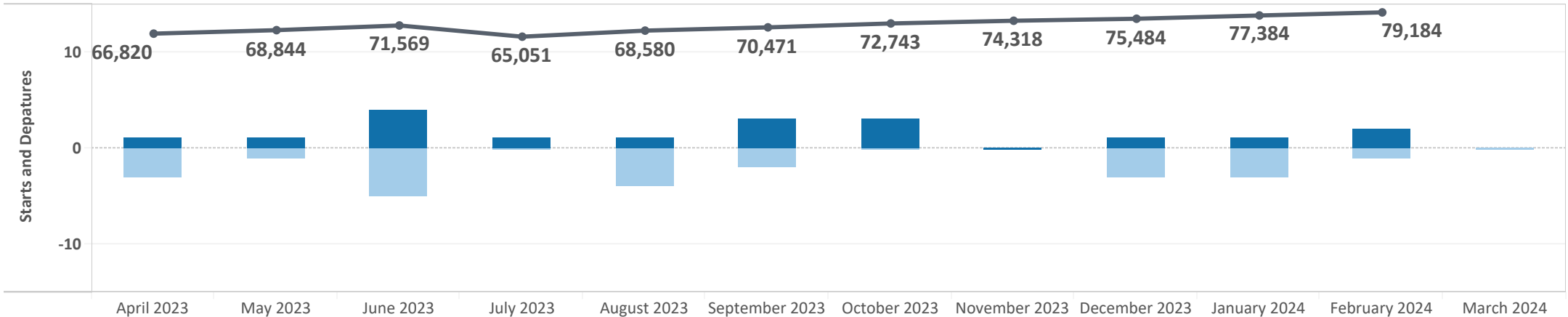
Breakdown by Community Network

Waiting to Be Placed
0 10,000

NFP	79,184
YTD Physician Starts this Fiscal	18
Upcoming Physician Starts this Fiscal	1
Vacant FTEs (actively being recruited)	61.8



Family Medicine Starts, Departures and Patients Waiting to be Placed

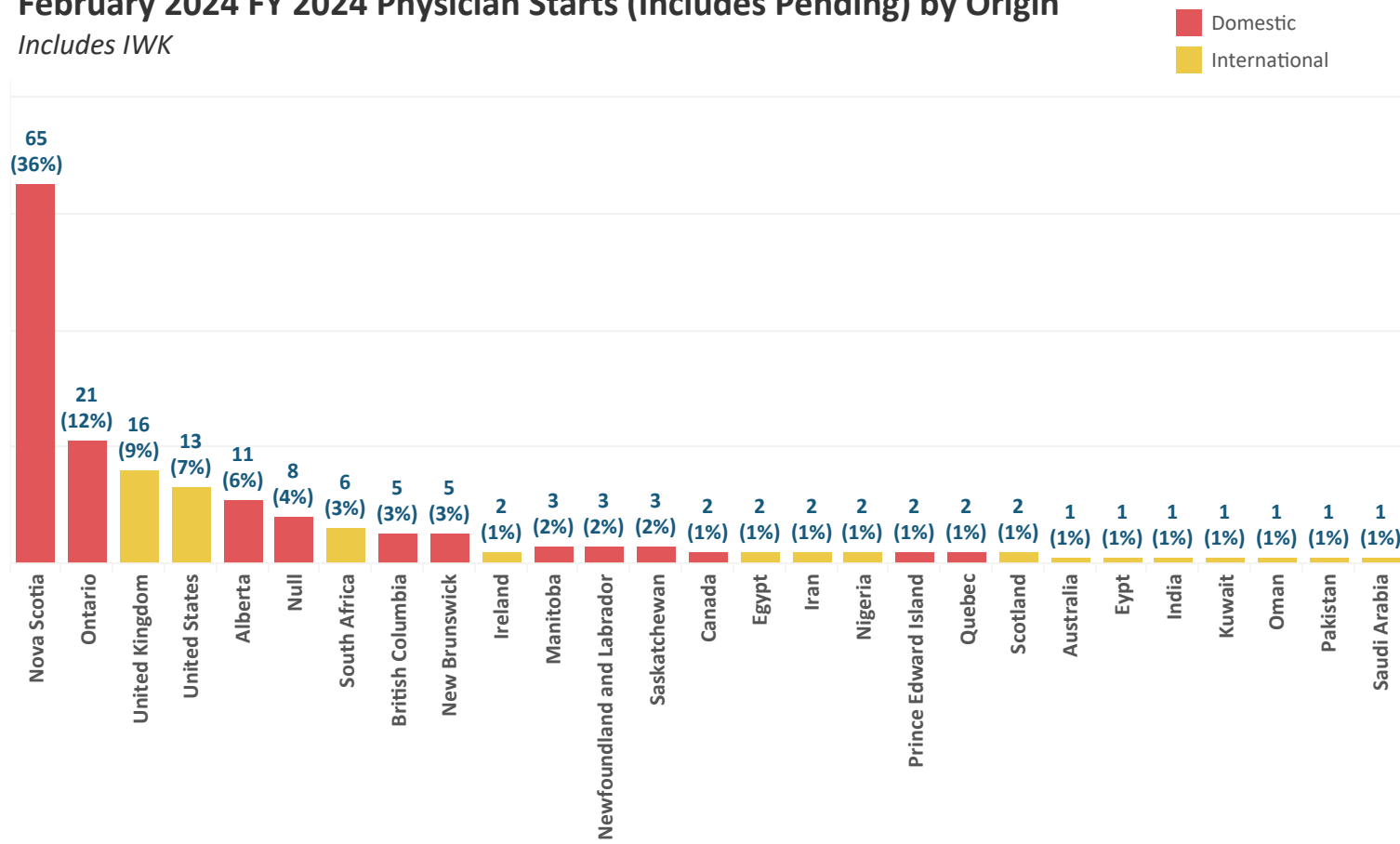




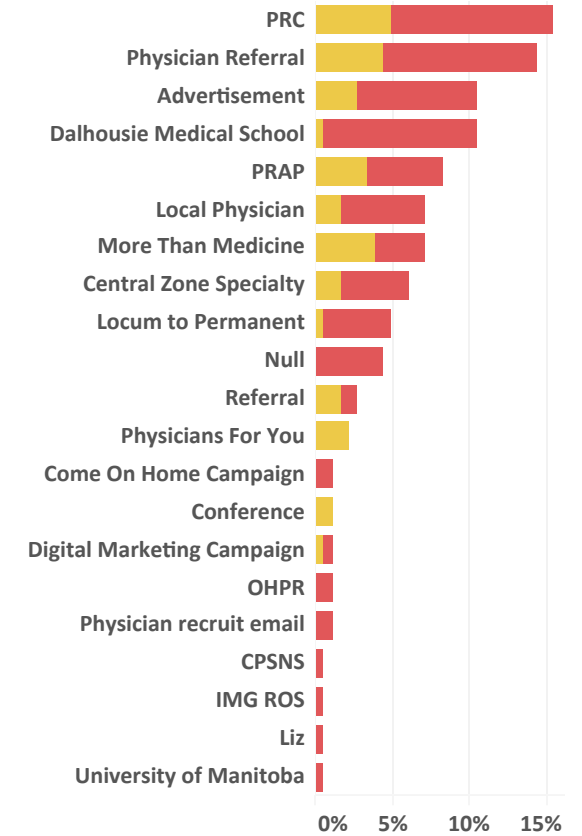
February 2024 Physician Recruitment Report: Physician Details

February 2024 FY 2024 Physician Starts (Includes Pending) by Origin

Includes IWK



Source of First Contact with Physicians Starting in FY 2024



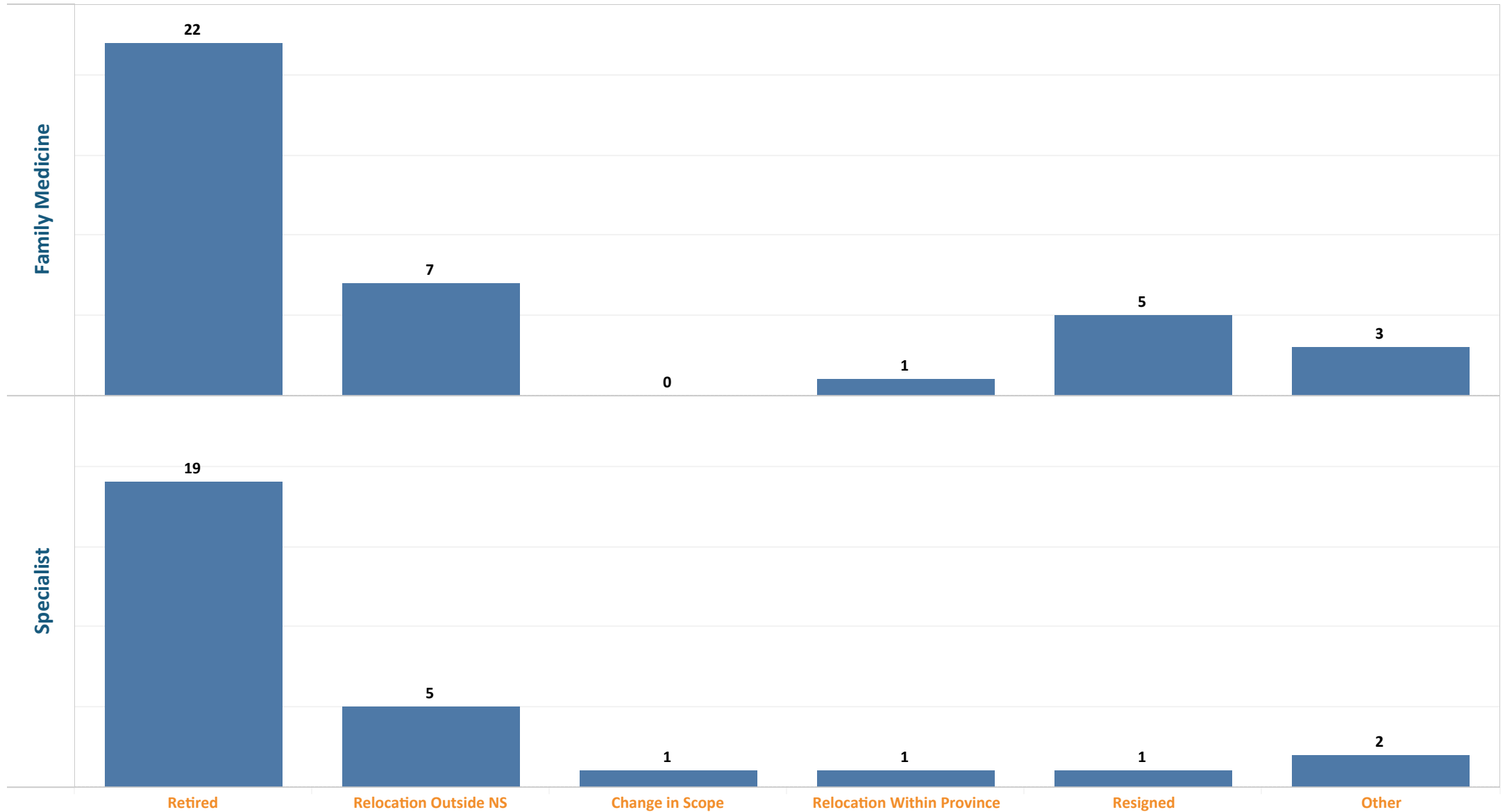
FY 2024 Breakdown by Zone and Specialty

		Domestic	International
Central	Family Medicine	11	8
	Specialist	42	9
Eastern	Family Medicine	4	3
	Specialist	17	17
Northern	Family Medicine	8	1
	Specialist	12	5
Western	Family Medicine	14	5
	Specialist	22	4
Grand Total		130	52



February 2024 Physician Recruitment Report: Departures Breakdown

Departures Breakdown by Specialty Group and Reason for Departure: YTD (April 2023 to February 2024)



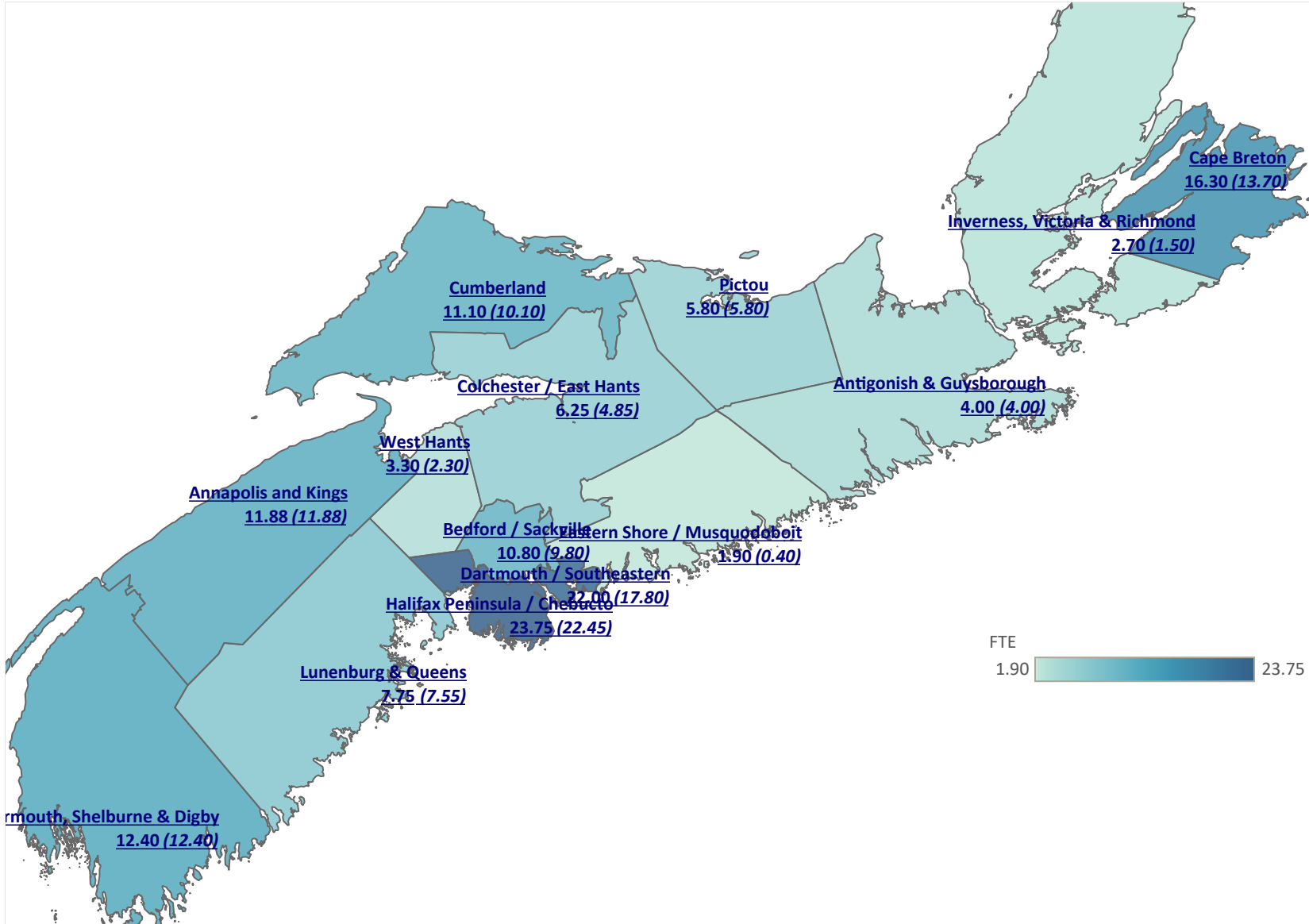
Notes on Departures data:

Departures data only includes those that have been approved by the Replacement MD committee for an approved vacancy. The numbers do not include where there was an approval for service reduction. The 'Change of Scope' category includes instances where a physician continues to practice or takes on an administrative role but has left their previous practice. The 'Other' category includes reasons related to illness, education or any other reason not captured by one of the other categories.



February 2024 Vacancy Report: Family Medicine Vacancies

	Central	Eastern	Northern	Western	Grand Total
Actively Recruiting Vacancy	61.75	23.00	23.15	32.03	139.93
Current Vacancy	52.75	19.20	20.75	31.83	124.53



Region	Sub-Region	Actively Recruiting Vacancy	Current Vacancy
Central	Bedford	6.60	5.60
	Clayton Park	3.10	2.20
	Cole Harbour/Eastern Passage	2.00	2.00
	Dart. East	4.60	3.80
	Dart. North	4.40	1.00
	Dart. South	9.80	9.80
	Eastern Passage	1.00	1.00
	Eastern Shore Musquodoboit	1.90	0.40
	Halifax Chebucto	2.10	2.00
	Halifax Citadel	10.25	9.95
Northern	Halifax Fairview	1.00	1.00
	Halifax Needham	4.60	4.60
	Hammonds Plains	1.00	1.00
	Hants Shore	1.70	0.70
	Lower Sackville	3.20	3.20
	Preston	0.20	0.20
	Sambro Loop	0.20	0.20
	Spryfield	2.50	2.50
	Windsor	1.60	1.60
	Amherst	5.50	4.50
Eastern	Bass River	0.50	0.50
	Elmsdale	1.70	1.70
	Kennetcook	0.20	0.20
	New Glasgow	3.75	3.75
	Parrsboro	2.00	2.00
	Pictou	1.05	1.05
	Pugwash	2.00	2.00
	Shubenacadie	1.80	0.80
	Springhill	1.60	1.60
	Truro	2.05	1.65
Western	Westville/Stellarton	1.00	1.00
	Antigonish	1.50	1.50
	Baddeck	0.50	0.50
	Canso	1.50	1.50
	Glace Bay	3.00	2.00
	Guysborough	1.00	1.00
	Inverness	0.20	0.00
	L'Ardoise	1.00	0.00
	Neil's Harbour	1.00	1.00
	New Waterford	2.00	1.00
North Sydney	4.00	4.00	
Sydney	6.30	5.70	
Sydney Mines	1.00	1.00	
Western	Annapolis Royal	1.45	1.45
	Aylesford/Berwick	0.50	0.50
	Barrington	2.70	2.70
	Berwick	1.75	1.75
	Bridgewater	2.75	2.75
	Canning	0.70	0.70
	Chester	0.40	0.20
	Digby	0.20	0.20
	Greenwood	0.40	0.40
	Hubbards	1.00	1.00
Kentville	4.85	4.85	
Kingston	0.50	0.50	
Liverpool	1.35	1.35	
Lunenburg	0.50	0.50	
Mahone Bay	1.00	1.00	
Middleton	0.73	0.73	
New Germany	0.75	0.75	
New Minas	0.50	0.50	
Pubnico/Argyle	2.40	2.40	
Weymouth	1.00	1.00	
Wolfville	0.50	0.50	
Yarmouth	6.10	6.10	

Two vacancy metrics are reported

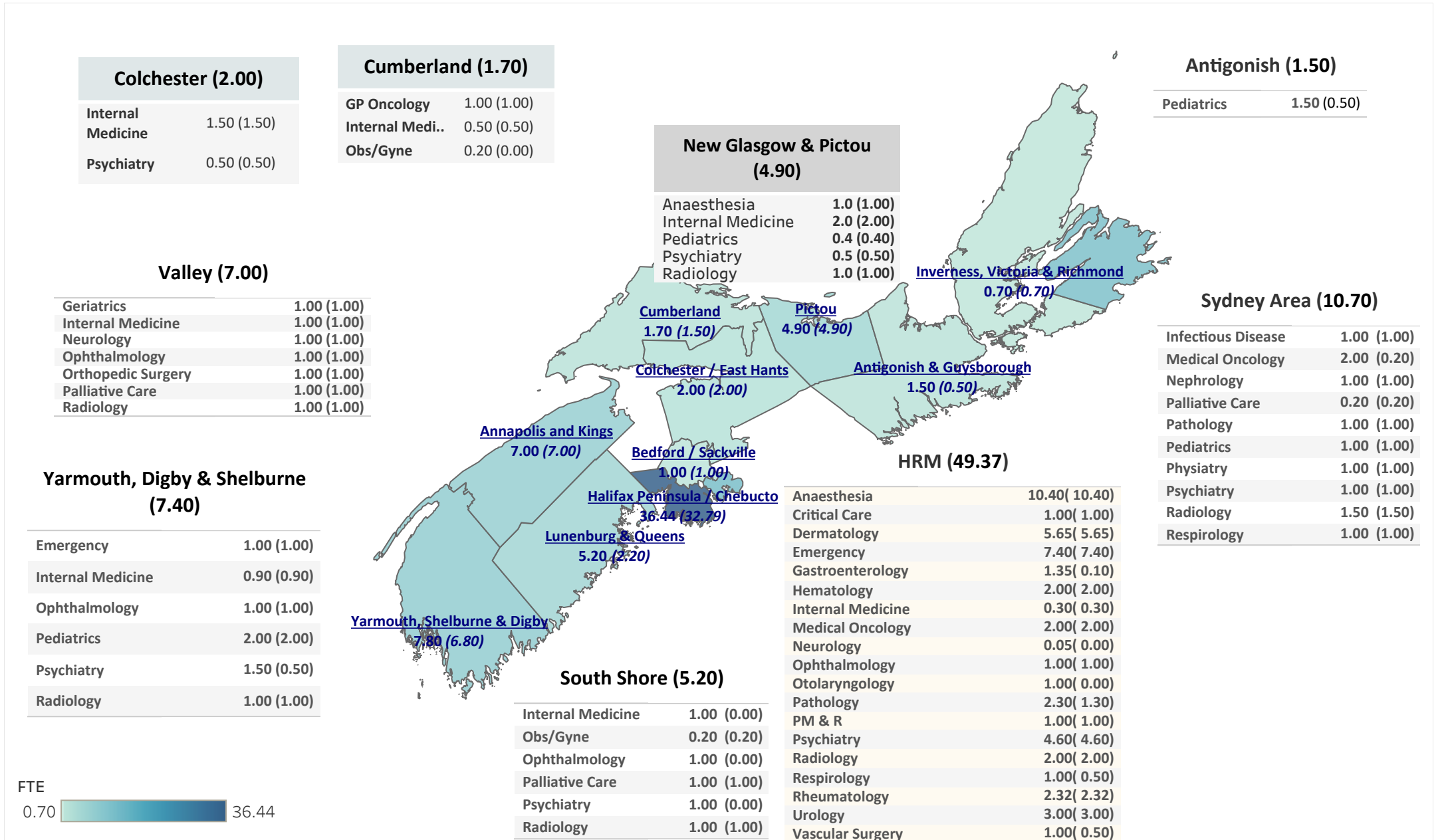
a) **Actively being recruited Vacancy** numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.

b) **Current Vacancy** numbers reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the map and breakdown table in this view.



February 2024 Vacancy Report: Specialist Vacancies

	Central	Eastern	Northern	Western	Grand Total
Actively Recruiting Vacancy	49.37	13.40	8.60	20.00	91.37
Current Vacancy	45.07	10.60	8.40	16.00	80.07



Two vacancy metrics are reported

a) **Actively being recruited Vacancy** numbers reflect FTEs that are actively being recruited. This includes positions that are vacant with no pending start and currently filled positions where a vacancy is pending. It does not include current vacancies where there is a pending start or pending departure for which a replacement has been found.

b) **Current Vacancy** numbers reflects the number of current vacant FTE positions as of the reporting month. these numbers are shown inside () in the map and breakdown table in this view.



February 2024 Physician Recruitment Report: Physician Starts by Community and Specialty

Completed starts are indicated by number outside the paratenesis. Pending starts this fiscal are indicated within paratenesis.

		Family Medicine	Anatomical Pathology	Anesthesiol..	Cardiology	Diagnostic Imaging	General Surgery	Geriatrics	Internal Medicine	Medical Oncology	Obstetrics and Gynecology	Orthopedic Surgery	Pediatrics	Plastic	Psychiatry	Respirology	Emergency Medicine	Hospitalist	Dermatology	Hematologica I Pathology	Infectious Disease	Neurology	Palliative Care	Pediatric Anesthesia	Pediatric Critical Care	Rheumatolo..	Surgery	Urology	Vascular Surgery			
Central	Bedford	2(0)																														
	Dartmouth	2(0)		3(0)		1(0)												1(0)														
	Fall River	2(0)																														
	Halifax	6(0)		10(0)	3(0)		1(0)	1(0)	5(0)	2(0)	1(0)	1(0)	4(0)	1(0)	3(1)	1(0)	1(0)			2(0)	1(0)	1(0)	1(0)	1(0)	1(0)		1(0)	2(0)	1(0)			
	Lower Sackville	1(1)																														
	Mt Uniacke	1(0)																														
	Musquodobit	1(0)																														
	Sheet Harbour	2(0)																														
	Tantallon	1(0)																														
	Eastern	Antigonish	3(0)							3(0)				1(0)	1(0)	2(0)		1(0)	6(0)	0(1)									1(0)			
Baddeck		1(0)																														
Cape Breton																																
Port Hawkesbury		2(0)																														
Sydney & Glace ..		1(0)			1(0)	1(0)	1(0)		1(0)	2(2)		1(0)	1(0)		3(0)			2(0)	0(1)													
Northern	Amherst	1(1)							2(0)		2(0)				1(0)																	
	Elmsdale and Tr..	3(0)						2(0)	2(0)						2(0)																	
	New Glasgow & ..	1(1)									0(1)	1(0)	1(0)				1(0)	1(1)														
	Pictou	1(0)																														
	Springhill	1(0)																														
Western	Annapolis Royal	1(0)																														
	Bridgewater	2(0)			1(0)		1(0)		1(0)						1(0)			1(0)														
	Chester	1(2)																														
	Clare	1(0)																														
	Digby	1(1)																														
	Kentville & Midd..	1(0)	1(0)									2(0)			1(0)		1(0)	3(0)										1(0)				
	Kingston	1(0)																														
	Liverpool	2(0)																2(0)														
	Lunenburg	2(0)																1(0)								1(0)						
	New Minas	1(0)																														
Shelburne	1(0)																															
Yarmouth	2(0)		1(0)					2(1)		2(0)		0(1)		1(0)																		
Provincial Total	48 (6)	1 (0)	14 (0)	5 (0)	2 (0)	3 (0)	3 (0)	16 (1)	4 (2)	5 (1)	5 (0)	7 (1)	2 (0)	14 (1)	1 (0)	8 (0)	15 (1)	0 (2)	2 (0)	1 (0)	1 (0)	1 (0)	1 (0)	1 (0)	1 (0)	2 (0)	3 (0)	1 (0)				